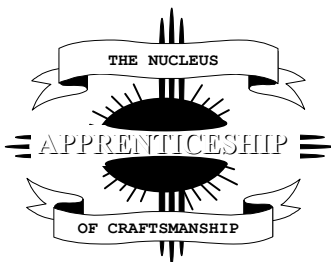




PLANT APPRENTICESHIP STANDARDS
adopted by

NORTH CASCADE EYE ASSOCIATES

<u>Skilled Occupational Objective(s):</u>	<u>(sponsor)</u>	<u>DOT</u>	<u>Term</u>
DISPENSING OPTICIAN		713.681-010	6000 HOURS



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

APRIL 30, 1997
Initial Approval

By: FRANK FORREST
Chairman of Council

Addendum Amended

By: ERNIE LAPALM
Secretary of Council

Committee Amended

NORTH CASCADE EYE ASSOCIATES

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL PLANT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS AND PROBLEMS

1. GEOGRAPHICAL AREA COVERED:

The area covered by these standards shall be the offices of North Cascade Eye Associates at 1916 Hospital Drive, Sedro Wooley, WA 98284 and 2222 Riverside Drive, Mount Vernon, WA 98273.

2. MINIMUM QUALIFICATIONS:

Age: Must be at least 18 years of age.
Education: Must have a high school diploma, a G.E.D. or be enrolled in a high school sponsored work/study program.
Physical: Be physically able to perform the work of the trade.
Testing: N/A
Other: Personal Interview

3. CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:

- A. Selection Procedures:
Exempt under WAC 296-04-330(8)
- B. Affirmative Action Plan:
Exempt under WAC 296-04-330(8)

4. TERM OF APPRENTICESHIP:

The term of apprenticeship shall be 6,000 hours of employment. After this time, the apprentice will be eligible to apply for and take the certification test for Dispensing Opticians.

5. PROBATIONARY PERIOD:

The probationary period shall be the first 1200 hours of employment.

6. RATIO OF APPRENTICES TO JOURNEYMEN:

The ratio of apprentices to journey level personnel shall not be more than one to one.

7. WAGE PROGRESSION:

Apprentice shall be paid on the following percentage in accordance with WAC 296-04-270(2)(c):

NORTH CASCADE EYE ASSOCIATES

1st period - 2000 hours - 63.6% of the journeyman rate.

2nd period - 2000 hours - 72.7% of the journeyman rate.

3rd period - 2000 hours - 81.8% of the journeyman rate.

NORTH CASCADE EYE ASSOCIATES

8. WORK PROCESSES:

During the period of apprenticeship, the apprentice shall receive such instruction and experience in all branches of the trade as may be available, as is necessary to develop a practical and skilled mechanic who is versed in the theory and practice of this trade. The apprentice shall perform such duties as are commonly related to an apprenticeship in this trade and shall at all times be under the supervision of a competent journeyman. Safe working practice shall be a prime consideration in every work operation.

The following work schedule of work experience of the trade is submitted as a guide and will be followed as closely as trade will permit.

<u>Dispensing Optician</u>	<u>D.O.T. #713.861-010</u>	<u>APPROXIMATE HOURS</u>
1.	Lens and lens treatment Recommendations design	1500
2.	Optical measurements, formulas and use of optical equipment.....	1000
3.	Rx verification (Quality control), application of ANSI standards, adjustments and dispensing	1000
4.	Tinting, UV coatings, repairs, lab processes (edging, etc.)	500
5.	Frame, lens, and supply ordering, and inventory Frame board management.....	1000
6.	Miscellaneous ophthalmic duties.....	<u>1000</u>
TOTAL HOURS		6000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

NORTH CASCADE EYE ASSOCIATES

9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - () Supervised field trips
 - (X) Approved training seminars
 - (X) A combination of home study and approved correspondence courses
 - () Technical College
 - () Community college
 - () Training trust
 - (X) Other (specify): National Academy of Opticianry-CE courses and exam preparation materials
- C. Hours 144
- D. Satisfactory progress must be maintained in related training classes. (See Section 10, Administrative/Disciplinary Procedures).

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES:

Failure to show continuing progress through plan outline will result in termination of apprenticeship eligibility.

Non-passing scores on required tests will result in termination of apprenticeship eligibility.

Continual tardiness or absenteeism, poor patient or co-worker relations or dishonesty of any type will result in termination of apprenticeship eligibility and dismissal from employment.

11. COMPOSITION OF COMMITTEE:

The Employer Representative Shall Be:

Nannette Crowell, MD-owner

The Employee Representative Shall Be:

NORTH CASCADE EYE ASSOCIATES

Washington State Apprenticeship and Training Council
Department of Labor and Industries
PO Box 44530
Olympia, WA 98504-4530